

Parma School District – Differential Pay Plan Form - board approved: 9/30/13

Directive: The plan shall delineate how the moneys will be used for excellence in achievement awards, including the establishment of goals and identifying objective measures of growth in student achievement to be used. (Code 33-1004J)

Goal: To improve student performance and increase academic achievement in order to ensure that students are adequately prepared to be successful after graduation.

Employee name

Position

I am effective in assisting the Parma School District in reaching this goal by doing the following: (list up to four specific behaviors, skills or methods that you demonstrate)

- 1.
- 2.
- 3.
- 4.

Based on my performance reviews, evaluations and professional judgment I am aware that I can improve in assisting the district in exceling and have identified the following three areas that I am targeting and setting as goals for myself this year. Include how you will measure or determine that you have been successful in reaching each goal. Also indicate any training or support that the district can provide in assisting you in these efforts.

- 1.
- 2.
- 3.

The amount awarded will be determined by calculating the average certificated and classified salaries, dividing by the total salaries for these two groups, then multiplying this by the average salary to determine the dollar amount awarded for each FTE. Part-time employees will receive a percentage equal to their percent of employment.

Signature

Date

Supervisor name

Signature

Date

Measurement methods for each school:

Specific percentage growth targets will be determined once all fall assessments are completed.

Maxine Johnson Elementary School –

Will use the IRI and AIMS web CBMs for grades 1-4; Enrichment Kindergarten will use the IRI LNF (letter naming fluency) and the other Kindergartens will use the LSF (letter sound fluency).

Parma Middle School –

The middle school will use the AIMS Web testing to show growth using data from the previous year and compare to the current year as well as using data from the fall testing and compare to spring with all students being tested at least three times.

Parma High School –

Each teacher will verify they have read and understand the Common Core standards in their content area and during their summative evaluation they will provide knowledge and understanding of their respective standards.

During the 2013-2014 school year each teacher will demonstrate how they are implementing the Common Core standards in their respective content area.

During the 2013-2014 school year each teacher will implement end of course assessments within their content area and have an instrument to demonstrate and analyze student growth.